



NEWSLINE

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Friday, August 8, 2003

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Bldg. 142 digs for mission



JACQUELINE MCBRIDE/NEWSLINE

LLNL's Glenn Mara, NNSA's Camille Yuan-Soo-Hoo and the Lab's Denise Robinson break ground at the future site of Bldg. 142.

With LLNL project managers and staff in attendance, Camille Yuan-Soo Hoo, National Nuclear Security Administration (NNSA) Laboratory site office manager; Glenn Mara, deputy director of Operations; and Denise Robinson, Institutional Facilities manager, broke ground last week in a small ceremony where Bldg. 142 will be built.

"Located in a critical area which is key

to national security, the new building will serve as an additional strong anchor, helping to uphold the Lab's mission of stockpile stewardship and the emerging homeland security mission," Mara said. "This is the first in a series of new office buildings that are strategically placed for the best impact

See **BLDG. 142**, page 8

Compensation to lead classification project for Lab's 100 series positions

In his February "all hands" address, Laboratory Director Michael Anastasio announced his intention to restructure the 100 series job classifications.

The Compensation Division in the Administration and Human Resources Directorate will lead the project to develop a restructuring plan for non-management exempt administrative and specialist jobs with assistance from each directorate.

The objectives of the restructuring are to: allow the Laboratory to collect current data on the types and levels of work performed, create current job descriptions and leveling charts, analyze the pay for these jobs against relevant markets, and

See **100's**, page 8

Computer security warns of recent cyber worm

Call a cyber cop — not an exterminator — if you want to prevent a gaggle of worms from invading Laboratory computers.

The Lab's Computer Security Organization continues to monitor the threat posed by the most recent vulnerability in the Microsoft Windows operating system. The hacker community has developed a way to exploit this vulnerability. But Dave Grubb says CSO has not seen any evidence of exploitation of the vulnerability on

See **COMPUTERS**, page 7

More than 450 demonstrators expected to link hands around outskirts of Lab

A demonstration is scheduled at the Laboratory this Sunday afternoon, Aug. 10. Led by Tri-Valley CARES and the Livermore Conversion Project, the organizers have obtained a permit for Robert Payne Park at Vasco and Patterson Pass roads.

Organizers also will provide buses to transport the demonstrators around the outskirts of the Lab, where they will attempt to link hands. To accommodate demonstrator parking, the City of Livermore will close the curb lane of Patterson Pass Road.

The city permit lists 500 participants, which could produce about 125 arrests, based on previous demonstrations. Participants are expected to assemble at 1:30 p.m. By 3 p.m., following ceremonies in the park, buses will distribute demonstrators around the Lab's perimeter, with the exception of East Avenue, which will remain controlled access.

See **PROTEST**, page 8

Pop-up goes the barrier



AL ALVARADO/CONSTRUCTION MANAGEMENT

Many bike riders and some cars have not been stopping at the pop-up barriers on East Avenue since the inauguration of the East Avenue Corridor access control. The pop-up barriers can only be activated as one unit (across the entire street) so both directions of traffic are affected. That is the reason all bikes and vehicles traveling over them should come to a stop before proceeding across the yellow striped metal panels in the street at both ends of the corridor.



Gaining valuable insights

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Peeking at science

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work & life
BALANCE





LAB COMMUNITY NEWS

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Friday
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The Professional Bull Riders Association will sponsor a "**Hometown Hoedown**" at Livermore's Robertson Park tonight

from 5–9 p.m. Activities include live music, carnival games, a petting zoo, pony rides, face painting, inflatable jumpers and line dancing. Admission is \$25 (for a family of 4), \$10 per adult, and \$5 per child. Admission includes hamburger or hot dog, chips, non-alcoholic beverage, and carnival tickets for children. LLNL is sponsoring a computerized basketball game suitable for teens. All proceeds go to benefit the Livermore Valley Education Foundation. For more information, call Linda Lucchetti, 2-5815.

A **California Casualty Insurance representative** will be in the Benefits Office today to meet with employees. Appointments are required and may be scheduled by calling 2-9955. California Casualty offers individual rates to Lab employees by payroll deduction for auto and homeowner/renter insurance. As with any employee-paid insurance coverage, employees are encouraged to comparison shop.

Today is the last day to purchase tickets from the LLESA Office to the Aug. 23, 11:30 a.m. performance of the **Ringling Brothers and Barnum & Bailey Circus** at the Oakland Arena. These seats are located in Section 101 and the LLESA price per ticket is \$18 (regular price \$21).

Saturday
9

A **scheduled power outage** will be in effect at 7 a.m. today through 3 p.m. Sunday in Bldgs. 551W and 551E. An additional power outage also

is set for today from 7 a.m.– 3 p.m. in Bldgs. 694, 695, 696 (P) to support the DWTFC construction. Air conditioning, heating and elevators will be affected. For more information, contact Mark Cardoza, 3-0490.

UP
&
COMING

The **Academic Assistance Briefing** scheduled for Aug. 14 has been rescheduled to Wednesday, Aug. 20, at noon in Bldg. 571, room 2301.

This brown-bag briefing is offered to employees interested in pursuing an undergraduate or graduate degree. Call 4-5479 to register for the briefing or e-mail: olson34@popcorn.llnl.gov.

Fidelity is offering an **Estate Planning Workshop** on Thursday, Aug. 21, from 9–10:30 a.m. in Bldg. 571, conference room 1335. This is an educational workshop that will create an estate plan for you. It will give you knowledge and tools you may need to either begin the process of creating an estate plan, or to review and enhance the plan you already have. Space is limited so register by calling 1-800-642-7131 and specify that you are an LLNL employee. If you have any questions, contact the Benefits Office at 2-9957.

Lecturer to highlight ozone toxicity

Malinda Wilson, a doctoral candidate at UC Davis and a summer intern with the Center for Accelerator Mass Spectrometry (CAMS), will discuss "Elucidating the Mechanisms of Ozone Toxicity Using *Drosophila Melanogaster* as a Model Organism," this Thursday at 10 a.m.

Wilson's talk, held in Bldg. 235, Gold Room, is part of the African American Lecture Series (AALS), sponsored by the Chemistry and Materials Science and the Administration and Human Resource directorates

Wilson is a doctoral candidate in agricultural and environmental chemistry at UC Davis. She has served as a summer intern with CMS in the summers of 1998 and 1999 and with CAMS in the summers of 2000 through 2003. Her current research project is to evaluate *drosophila*, the fruit fly, as a biosensor of atmospheric oxidative stress.



Malinda Wilson

Previous studies have defined the pro-inflammatory and pro-oxidant effects of ozone in the respiratory tract of vertebrates; however, due to the highly complex nature of mammalian systems the precise mechanisms underlying these effects have remained poorly characterized. Unlike vertebrate, the fruit fly uses an extensive tracheal tubular respiratory system that distributes oxygen and presumably atmospheric pollutants to all tissues within the organism.

The AALS lecture series was established to create a forum for Laboratory African American scientists and engineers to showcase their work. This lecture is

designed to enhance the awareness of African American contributions to science and technology at LLNL and is intended to appeal to a broad scientific audience.

Day on the Green features clothing contest

Cultural performances, international displays, clothing contests, and a lot of great food are on the menu for the annual Day on the Green celebrating the diversity that makes LLNL rich.

Under the theme "One World, One People," the annual Day on the Green will be held Thursday from 11:30 a.m. to 1 p.m. in the LLESA pool and picnic area.

A highlight of the event will be the annual Cultural Clothing Contest with prizes in four categories: Most Colorful, Most Elaborate, Most Unique and Most Authentic. To participate, register at the Cultural Clothing Booth between 11:30 and 11:55 a.m. Prizes include \$50 gift certificates to local restaurants.

Featuring a diversity of events, including Kung Fu presentations, samba dancing, a Spanish salsa band and country western group, and a bomani drum and dance ensemble, Day on the Green is a unifying time where Lab employees of all origins can come together and share their cultural traditions.

Stop by to view the colorful display booths that represent many world cultures and interests, or experience the culinary sensations of a wide variety of ethnic delicacies that will take your taste buds on their own international adventure. For more information, contact Michele Cardenas, 3-2796.

IN MEMORIAM

E. Graydon "Tod" Snyder

E. Graydon "Tod" Snyder of Palo Alto died July 18. He was 82.

Snyder was born July 7, 1921, in Buffalo, N.Y. He served in the U.S. Navy as an intelligence officer in World War II, Korea and Vietnam and continued his service after the wars as a U.S. Naval Reserve officer.

He worked at the Laboratory from 1969–1980 in both the Technical Information Department and Hazardous Waste Control and in Washington D.C. for the International Energy Technology Assessment Division. After he retired, Snyder continued at the Lab in the mid-1980s as a consultant.

He enjoyed traveling, civil rights, photography, and genealogy and was multi-lingual, speaking both Russian and Mandarin Chinese.

He is survived by his wife of 58 years, Margaret of Palo Alto; sons, Jeffrey of Kent, Wash.; Barry of Bend, Ore.; daughter, Robin Snyder of Palo Alto; and two grandchildren.

A memorial service will be held Sept. 13 at 1p.m. at the First United Methodist Church in Palo Alto.

Frederick E. Frost

Frederick E. Frost of Walnut Creek died June 26. He was 77.

Frost was born July 15, 1925, in Berkeley, Calif. He worked at the Lab from 1954–1991 as a librarian in the Technical Information Department. Frost is survived by his wife, three children and seven grandchildren.

Newsline

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NEWS YOU CAN USE



Science fair winners gain valuable Lab work experience

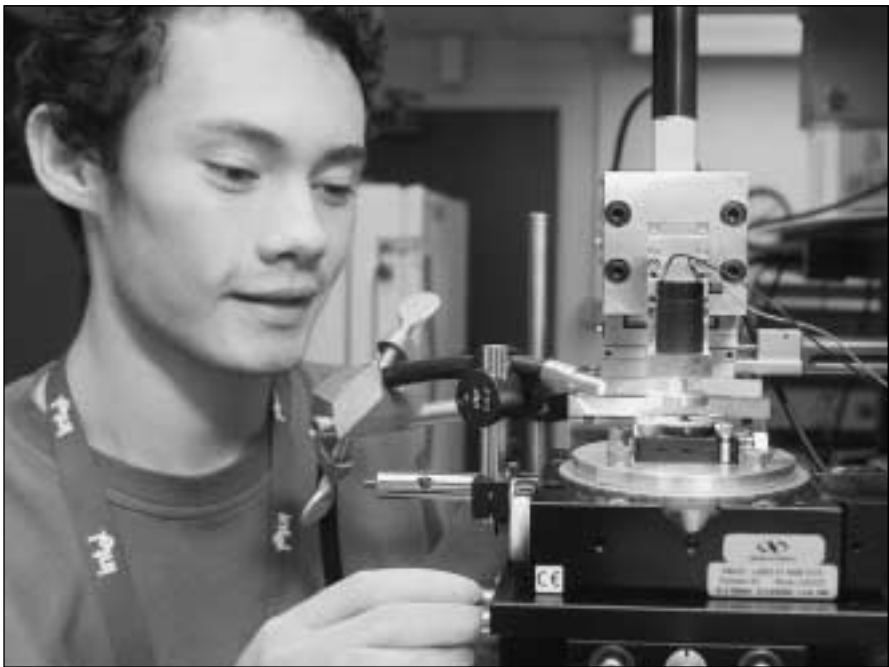
By Linda Lucchetti
NEWSLINE STAFF WRITER

For three local high school graduates — Nicholas Rapp and Tamsen Drew, both of Pleasanton’s Amador Valley High School, and Vincent Howard of San Ramon’s California High School — the past several months have been very busy, science-wise.

In April, all three took home honors from the Tri-Valley Science and Engineering Fair. Then, in May, the trio traveled to Cleveland to attend the Intel International Science and Engineering Fair, where they won even higher honors with their entries. In June, as part of their sweepstakes award, they each began summer employment in various programs at the Laboratory. Their summer positions will end this week, after which time they’ll be busy relocating to their respective colleges in California.

Rapp, who will attend the University of Southern California with a dual major in computer engineering and computer science, was assigned to the Engineering Directorate’s electronics engineering group, working on software and learning more about computer security and surveillance systems.

Rapp said his summer assignment at the Lab has been a good thing. “For my particular field — computer science — working at the Laboratory is great,” he said. “I’m looking ahead to the future and maybe an



JACQUELINE MCBRIDE/NEWSLINE

Recent high school graduate Vincent Howard designed and built a diamond polisher as part of his summer job in the Earth Science Division.

internship next summer.”

Drew, who teamed with Rapp on their science fair project, “Autonomous Underwater Vehicle,” plans to attend UC Berkeley to major in architecture. Her job in Plant Engineering was with the architectural group, assisting with such tasks as completing simple drawings for projects such as on-site remodels.

“Working in Plant Engineering allowed me to gain real world experience and knowledge,” Drew said.

“I’m looking forward to learning about architecture even more, now.” Drew admits that a memorable feature of her job was acquiring her very own hard hat for on-site visits to various construction areas.

Howard took science fair honors for his engineering project, “Using Central Pattern Generators on a Hexapod Robot with an Object Recognition System.” He plans to attend UC Berkeley and major in integrated biology. Howard’s summer job was in Energy and Environment’s Earth Science Division, designing and building a diamond polisher for high-pressure studies. Although his work project is not directly related to his college major, he said: “I thought it would be interesting to try something different. Working here has given me a look at a real world science lab.”

All three students promote the experience they’ve gained in participating in a science fair. “It strengthens communication skills because as a science fair participant, you not only develop a project, but also must be able to explain it to the judges.” Rapp said.

Rapp’s supervisor, Virgil Kohlhepp of the Advanced Communications and Signal Processing Group, believes that the dynamic young minds of students can have a positive effect on projects and attitudes. “It is always a pleasure to mentor superior, hard working interns who bring fresh ideas and the spark of invention to our programs,” Kohlhepp said.

Sigma Xi selects new officers to promote science

The newest officers for the distinguished Sigma Xi chapter at the Lab were sworn into office recently in the gardens of the Concannon Vineyard at the local chapter’s annual picnic. Sigma Xi, an international scientific research society, is a non-profit body of nearly 75,000 scientists and engineers elected to promote the health of the scientific enterprise as well as to honor accomplishments in science and engineering.

Ron Weinberg, who represents national labs and private industry constituents on the international board of Sigma Xi, described the organization as one “working with cutting edge science. We’re going to be even more active in the future.”

The outgoing president, Kathleen McCandless, handled the new officer initiations and the following members took office for the upcoming year: Anne Lipska-Quinn — president, Dave Smith —



JACQUELINE MCBRIDE/NEWSLINE

Sigma Xi’s newly selected officers from left; Treasurer Mavrik Zavarin; Vice President Dave Smith; Ron Weinberg, national labs and private industry constituents representative, and President Anne Lipska-Quinn.

vice president, and Mavrik Zavarin — treasurer.

New officers said that Sigma Xi has a very important role in the relationship between science and society.

“This organization provides vital outreach to science both inside and outside of the Lab,” Smith said. “It is a gateway for LLNL to promote and advertise to the outside community.”

Zavarin said: “Sigma Xi provides a nice opportunity to contribute to educational work.”

With a slogan of “zealous companions in research,” more than 100 scientists and researchers make up the Lab chapter, and membership in the organization has increased by 25 percent during the past few years. To find out more information on Sigma Xi, contact Weinberg at weinberg1@llnl.gov;

Researchers to participate in regional counterterrorism seminar

Lab researchers and the public are invited to attend a seminar next week in Hayward about the emergency preparedness steps being taken in Northern California in the event of terrorist acts.

Set for Wednesday, the seminar is sponsored by the Northern California chapter of the Academy of Certified Hazardous Materials Managers (ACHMM).

“It is an opportunity for people to learn what emergency preparedness systems are in place locally to deal with large-scale accidents or terrorist attacks,” said John Wolf, a Lab employee who serves as vice-president for the local chapter of the ACHMM. Wolf works in

the Lab’s Environmental Protection Department.

Lab employee Kim Lohman, the principal investigator of the Homeland Operational Planning System (HOPS), will discuss two homeland security uses of the Lab-developed system.

HOPS can not only identify critical infrastructures and their potential vulnerabilities, it can also facilitate more effective and rapid response in the event of a terrorist attack.

Two other speakers will also make presentations.

Catherine Prosser, a flight nurse for the UC Davis Medical Center, will talk about “Bioterrorism: Bugs for the New Millennium (Health Care, Prevention, Transmission).”

Captain Paul Spackman, a nuclear medicine science officer for the 95th Civil Support Team of the California National Guard, will focus on the support team’s mission and capabilities.

The seminar will be held at the California National Guard Armory, 1525 W. Winton Ave., Hayward. There is a check-in at the gate and photo identification is required.

Reservations, which include lunch, are \$40 and can be made by calling Robin Spencer at 925-254-2917. The deadline for reservations is Tuesday at noon.



NEWS YOU CAN USE



Engaging science

Tyesha Farmer from the University of Alabama-Birmingham discusses her research on induced tumorigenesis in human mammary epithelial cells with Harold Graboske, acting deputy director for Science and Technology.

Summer students visiting the Laboratory presented more than 60 posters on a wide range of research projects they have worked on during their summer stay.

JACQUELINE MCBRIDE/NEWSLINE

Students have more to see and do before summer ends

Although most students have produced impressive projects and are finishing up their summer work, student events are still in full swing. This week, come explore terrorism, computer codes, visualization computing techniques and eat lunch with the Defense & Nuclear Technologies associate director. Check out descriptions below or on the Web at the student bulletin board (<http://education.llnl.gov/sbb/>).

Week of Aug. 11–15

Monday 11 **Defense & Nuclear Technologies** associate director brown bag luncheon
Join Bruce Goodwin at noon for a question-and-answer session in the field of defense and nuclear technologies and learn about future projects, careers and

educational opportunities in the field, and related topics. This event takes place in Bldg. 123, room A. Contact: Barry Goldman, 2-5177.

Tuesday 12 **“The Lone Terrorist”**
Have you ever wondered what makes terrorists do the things they do? Kathleen M. Puckett will address this question and related themes in this seminar that will explore terrorism to prevent future threats of lethal violence directed at societal-level targets. Come to the Bldg. 155 auditorium from 2-3 p.m. to hear Puckett speak. Contact: Marta Holm, 2-8870.

Wednesday 13 **“Scalable Visualization Techniques for Large Data Exploration”**
Drop by Bldg. 451, room 1025 at 3:30 p.m. to hear about a new indexing scheme for progressive traversal

and visualization of large regular grids. Presenters will demonstrate the potential of this approach with a tool that uses very modest computing resources to display unprecedented results. Contact Linda Bodtker, 3-0421, or Valerio Pascucci, 3-9422.

Thursday 14 **“Python and Scripting in Scientific Computing”**
Many Lab computer codes use the Python language to let scientists and engineers steer their computational experiments. The program steers the code through the computational maneuvers needed to gather input, initiate, control, analyze and generate intelligible output. Pat Miller will discuss how running experiments with a Python enabled code would differ from a traditional scientific application and what you have to do to make that happen, from 3-4 p.m. in Bldg. 219, room 163. Contact Linda Bodtker, 3-0421, or Pat Miller, 3-0309.

Technical Meeting Calendar

Friday 8 **Institute for Scientific Computing Research**
“Automatic Comparative Profiling of Parallel Cluster Applications,” by Karen Karavanic, Portland State University. 10 a.m., Bldg. 451, room 1025 (property protection area). Contacts: John May (CASC), 3-8102, or Leslie Bills, 3-8927. For more information see Web-site: <http://www.llnl.gov/casc/calendar.shtml>

Monday 11 **BioSecurity and NanoScience Laboratory Seminar Series**
“On-line Analysis of Aerosols From Industrial Combustion Processes,” by Thomas Ferge, GSF Research Center, Munich-Neuherberg, Germany. 2 p.m., Bldg. 151, room 1209 Stevenson Room (uncleared area). Contacts: Katie Thomas (BSNL), 2-7903, or Matthias Frank, 3-5068.

Institute for Scientific Computing Research
“Query Processing in Sensor Networks,” by Sam Madden, UC Berkeley. 10 a.m., Bldg. 451, room 1025 (uncleared area). Contacts: Megan Thomas (CASC), 3-2044, or Leslie Bills 3-8927. For more

information, visit the Web (<http://www.llnl.gov/casc/calendar.shtml>).

Tuesday 12 **Physics & Advanced Technologies Directorate-Wide Seminar**
“An X-ray Spectroscopic View of the Universe,” by Duane A. Liedahl. 2 p.m., Bldg. 2128, room. 1000 (uncleared area). Contact: Alan J. Wootton, 2-6533.

Inertial Confinement Fusion Program
“Measuring the size of a nuclear collision: Particle Interferometry at the Relativistic Heavy Ion Collider,” by interviewee Michael D. Heffner. 8:30 a.m., Bldg. 3925, Redwood Room. Contact: Jeff Koch, 2-3956.

LC Customers’ Monthly Meeting
9:30 –11 a.m., Bldg. 111, Poseidon Room (cleared area). Contact: Teresa Delpha, 3-7329.

Thursday 14 **Institute for Scientific Computing Research**
“A Framework for Practical Applications Performance Modeling,” by Allan Snavey, San Diego Supercomputer Center. 10 a.m., Bldg. 551, room 1400 (uncleared area).

Contacts: Jeffrey Vetter (CASC), 4-6284, or Leslie Bills 3-8927. For more information , visit the Web (<http://www.llnl.gov/casc/calendar.shtml>).

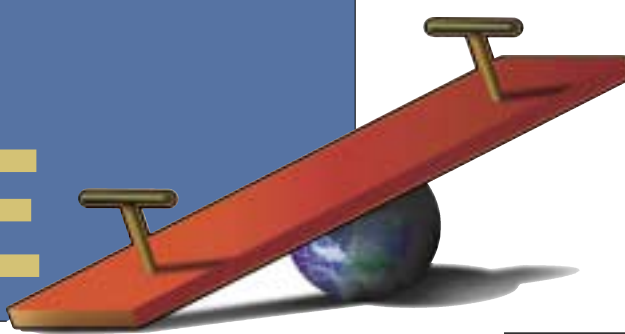
Monday 18 **Energy & Environment Directorate, Atmospheric Science Division**
“Reducing Feedback Uncertainty in Climate Models,” by Syukuro Manabe, Princeton University. 10 a.m. Bldg. 170, room 1091. Contact: Sharon Mickels, 3-9279.

The deadline for the next Technical Meeting Calendar is noon, Wednesday.

Send your input to tmc-submit@llnl.gov.

For information on electronic mail or the newsgroup llnl.meeting, contact the registrar at registrar@llnl.gov.

work & life BALANCE



A monthly supplement provided to employees as part of Survey Action Team Initiatives.

August 2003

SURVEY ACTION TEAM UPDATE

By Tommy Smith



Team effort makes SAT initiatives a reality

The Laboratory is a different place today than it was a year ago when the first *Newsline*

Work/Life Balance insert focused on implementing the Survey Action Team initiatives was published in July 2002.

The Survey Action Teams, or "SATS," as we came to call them, developed a set of recommendations based on an analysis of the data produced in the summer 2001 "Assessing the Workplace" employee survey. The Senior Management Council discussed the recommendations and in February 2002, committed to their implementation.

This special Work/Life Balance insert outlines the changes brought about by the implementation of more than 25 recommendations made by the survey teams. Many of these initiatives have become a fully-integrated part of daily life at the Laboratory. Just as most of these recommendations have become a part of Lab operations, coverage of work/life balance issues will be integrated as a regular feature of *Newsline* and publication of the month-

Update, See WORK LIFE page 4



JACQUELINE MCBRIDE/NEWSLINE

Jan Tulk, associate director for Administration and Human Resources, and Glenn Mara, deputy director for Operations, enjoy the benefit of using the Lab's new dry cleaning service, now available to all employees at the Time Zone.

New programs and services offered

Since the first issue of the Work & Life Balance section of *Newsline* was published in July 2002, several of the recommendations of the Survey Action Team have resulted in new programs and services for Lab employees.

The insert itself, set up to inform employees about options available to better balance work with outside activities (life), was a direct recommendation of the Work/Life Balance SAT. Early in the process, Lab officials insti-

tuted flexible and alternative work schedules, a direct result of the work/life balance SAT recommendation.

The alternate schedules, started in October 2002, allow employees with their supervisors' approval to work 9/80 or 4/10 workweeks. The 9/80 schedule calls for employees to work a rotating two-week schedule where the employee is expected to be in the

Initiatives, See WORK LIFE page 4

Turning raw data into initiatives is a Laboratory wide effort

When the results of the Assessing the Workplace survey were announced to the Laboratory by International Survey Research in September 2001, then-Director Bruce Tarter called it a "fascinating series of data."

He invited employees to "take a good look at the data" and set in motion the process for deciphering the myriad of data, including some 7,000 written comments, and formulating recommendations.

When Michael Anastasio became Lab Director in July 2002 he continued the intensive effort to make the recommendations a reality.

"Turning the raw data of the survey into practical recommendations and initiatives that could then be implemented has required the dedicated effort of many employees across the Laboratory," Anastasio said recently. "Only the kind of team effort for which this Laboratory is renowned could have produced the innovative thinking that has allowed us to make these initiatives a fact of life at

the Lab. By continuing to invest in this effort, we will continue to reap the benefits."

Survey action teams were formed shortly thereafter to focus on five general and two narrowly focused areas identified in an initial analysis of the survey by the Survey Action Steering Committee co-chaired by Jan Tulk, associate director for Administration and Human Resources, and Jeff Wadsworth, former deputy director for Science and Technology.

The five general issues chosen for the teams were: Salary and Compensation, Training and Career Development, Performance Management, Work/Life Balance, and Employee Empowerment. Two specific areas teams were chosen to focus on were the 800 and 900 series and postdocs.

Each survey action team was responsible for analyzing and interpreting survey results, assessing Lab strengths and weaknesses, identifying "best practices," defining goals and objectives for follow-up action, flagging items cutting across

other teams' focus areas, recommending action options and priorities to the steering committee, and recommending to the steering committee proposals for monitoring and accountability.

A method to prioritize important issues used by the steering committee and later the survey action teams, or SATS, was to compare Laboratory results with those from surveys conducted at similar national R&D institutions. The idea was to address areas where employee satisfaction was below the norm for R&D nationally as well as to build on Lab strengths — areas for which Lab employee satisfaction was above the norm.

Survey categories in which the Lab scored above the norm included Lab Management; Employment Security; Training; Communication; Safety in the Workplace; Pay, Benefits and Recognition and Career Development. Categories in which Lab employee satisfaction was below the

Overview, See WORK LIFE page 3

10 reasons to work at the Laboratory

- 1. A chance to make a difference.
- 2. Service to the nation.
- 3. Science on a grand scale.
- 4. A cauldron of great ideas.
- 5. Prestige of the University of California.
- 6. A complete compensation package.
- 7. Pocket protectors and jeans rule!
- 8. A world of opportunity.
- 9. Fitness and fun for you and your family.
- 10. A cornucopia of culture.

Developing your career



The Lab's new class of apprentices was welcomed at a special ceremony earlier this year.

A major initiative emerging from the Survey Action Team recommendations was enhancing employee development. Responding to this initiative has taken several forms. Beginning last summer, guidelines for career development and training have been under development at an institutional level.

Opportunities for employee development are also addressed in new employee orientation and supervisory training courses. Progress on employee development will be evaluated during the Director's annual workforce reviews.

After a 10-year absence, state-certified apprenticeship programs for the 800 and 900 job classifications were re-established upon the recommendation of the Survey Action Team. Twenty-six apprentices were hired in December to serve in the Manufacturing & Materials Engineering Division and Plant Engineering's Maintenance and Operations Department. The

apprenticeship program began in 1956, but was halted in the early '90s because of a slow-down in business. Lab managers have agreed to fund the program for four years.

In April, new postdocs hired by the Lab could complete more of their training courses via the Web, thanks to yet another SAT recommendation. The new Web-based training courses also benefit all new employees hired by the Laboratory. As a result of input on the 2001 Employee Survey, a recommendation was made to streamline training requirements for new postdocs to reduce the delays that postdocs sometimes experience in starting work due to having to first take a training course.

Also in April, supervisor training began to assure consistent application of the Integrated Performance and Pay Program.

In addition to the employee development initiatives already in place, each directorate is developing and communicating its process for managing career development and training. ♦

Assessing your benefits



The Laboratory offers a broad range of benefits and services to employees to help meet a variety of work/life needs. These benefits and services provide an important supplement to the salary paid to employees and should be added when considering the value of your total compensation package.

Based on the specific needs of each employee, the "Total Compensation Estimator" is a tool that can help you estimate the value of these benefits and services.

The estimator, shown right, is available on the Web at <http://www.llnl.gov/llnl/02employment/benefits/estimator.html>

Type your estimated annual salary	<input type="text"/>	<input type="button" value="Calculate"/>
Employer Paid Benefits		Annual Cost \$
Vacation:		\$ <input type="text"/>
Sick Leave:		\$ <input type="text"/>
Holidays:		\$ <input type="text"/>
Other Paid Leaves:		\$ <input type="text"/>
Medical:		\$ <input type="text"/>
Dental:		\$ <input type="text"/>
Vision:		\$ <input type="text"/>
Retirement Plan - UCRP		\$ <input type="text"/>
OASDI/Medicare:		\$ <input type="text"/>
Employer-paid Disability Insurance		\$ <input type="text"/>
Employer-paid Life Insurance:		\$ <input type="text"/>
Worker's Comp:		\$ <input type="text"/>
Unemployment Insurance:		\$ <input type="text"/>
Total Value of Benefits as a percent of annual salary and in dollar value:		<input type="text"/> % \$ <input type="text"/>

A measure of milestones and work in progress

Completed Survey Action Team projects:

SAT Project	Status	Effort remaining	Contact
Apprenticeship program	Complete	None	Bill Graham
Post-doc career development	Complete	None	Don Correll
LDRD quick review	Complete	None	Cathy Sayre
UPS service	Complete	None	Art Wong
Convert Lab store	Complete	None	Dave Lima
Childcare review	Complete	None	Dora Nakafuji/Janet Frame
Benefits “hotline” advocate	Complete	None	Pat Clelland
“Total Benefits” Compensation Estimator	Complete	None	Ralph Howard
Mission statement/strategic plan	Complete	None	Tom Isaacs
/value of employees			
Promote organizational	Complete	None	Mary Beth Ward
values of debate and respect			
Streamline process/training	Complete	None	George Sanford
requirements			
Newsline work/life issues	Complete	None	Don Johnston
Central Cafeteria	Complete	Complete construction	Barbara Pulliam
Reinstate workforce reviews	Complete	Compile results	Katheryn Craft Rogers
Review, enhance rewards/	Completed 1.11	Review implementation plan with management	Pat Clelland
recognition program	Working 1.12		
Dry cleaning service	Complete	Minor facility modifications	Steve Goodman

Ongoing Survey Action Team projects:

SAT Project	Status	Effort remaining	Contacts
Modify performance management	Ongoing	Implement remaining IPPP elements:	Lori Turpin
system		ranking, salary assignments, equity review	Kathleen Hardcastle
Flexible work schedules	Ongoing	None	Mary McInerery
Publicize SAT progress	Ongoing	Labwide mailer, Web page updates	Don Johnston
Project management	Ongoing	Final implementation	Tommy Smith

Working Survey Action Team projects:

SAT Project	Status	Effort remaining	Contacts
Employee handbook	Working	Print handbooks	Marina Gonzalez
		Design Web site	
Construction of sport court	Working	Site planning will submit as FY04 IGPE project	Paul Kempel
South Mall conversion project	Working	Service planned to begin in mid-September	Paul Kempel
(Fit Zone fitness center)		Equipment installation 98 percent complete	Don Daronco
Market “Total Rewards” program	Working	Presentation being reviewed	Matt Edwards
		Production of discs and media materials will follow	
Develop institutional guidelines	Working	SMC review, distribution and publicity	Ginny Von der Schmidt
for career development		for guidelines, update Web pages	
Develop directorate career	Working	Retain consultant and partner with directorates	Ginny Von der Schmidt
development programs			
Modify supervisory training	Working	Incorporate institutional and directorate	Ginny Von der Schmidt
(career development)		program guidance into SUP-I and SUP-II training	

Overview

Continued from Work Life, page 1

norm included Performance Evaluation, Supervision, Survey Follow-up, and Culture/Work Environment.

“Using comparative data from other R&D institutions helped to focus our efforts,” said Tommy Smith, deputy associate director for Strategic Initiatives and Diversity who is leading the implementation of the survey initiatives. “When you look at the major survey initiatives we have undertaken in performance management, career development, supervisory training and flexible work schedules, the Laboratory has really addressed those areas of concern identified by

employees in the survey.”

The SATs delivered their analyses and recommendations to the steering committee in December 2001, which in turn forwarded recommended action options to the director and Senior Management Council in January 2002. A “path forward” was decided by Tarter and the SMC in February 2002.

Work then began in earnest to lay the groundwork for launching major initiatives. Smith was appointed by Tulk to oversee the implementation of the 26 survey initiatives in April 2002. The first initiative — a new flexible hours work schedule policy — was announced in June. In July the first Work/Life Balance insert was published in *Newsline* for the purpose of communicating progress on the survey initiatives described in this

publication.

To date over 350 people have been involved in the survey process. It is not possible to count those in addition who informally provided ideas and feedback via email or other communications with SAT teams or members of the steering committee.

Smith notes, “When I look back over this entire process, the thing that is most meaningful to me is that, in spite of cynicism, doubts, and changes to our political landscape, Lab management has maintained the will to carry out this commitment. This has not only made the Lab a better place to work, it is also an important step toward building greater trust and mutual cooperation. It is a beautiful example of the newly stated Lab values in action!” ♦

New resources for balancing work and family

Useful tools available to Laboratory employees for juggling work , home

Check out the latest enhancement to the Web-based *Work/Life Guide* (http://eodd-server.llnl.gov/Work_life_guide/index.html).

This employee-friendly guide, managed by the Diversity & Work/Life Program, now includes a new life events page — a useful one-stop-shop for information on your UC benefits and/or work/life issues related to marriage and divorce, expecting



Employees can look forward to receiving a new employee handbook later this year.

a baby, parenting resources, elder care, retirement, and a death in the family.

Need help getting started on financial planning for your family? The new financial and estate planning page directs you to loads of LLNL, UC and external resources to become more informed.

Work on the guide continues, and additional resources will be added. One example is a lending library of materials (books, videos, etc.) that will soon be offered by the Diversity & Work/Life Program.

Suggestions for and feedback on the *Work/Life Guide* can be directed to Ralph Howard at 3-6658.



Initiatives

Continued from Work Life , page 1

workplace or charge leave on five specified days of the first week (Monday — Friday) and on four specified days of the next week (Monday — Thursday). The 4/10 schedule calls for employees to work four 10-hours days per week.

Flexible work schedules allow full-time and part-time employees to work alternate work hours other than the standard 5/40 workweek with manager approval.

At the same time, Director Michael Anastasio established workforce reviews to ensure the vitality of the workforce and to be used as a tool to engage management in a structured discussion and to provide an additional venue for ensuring management accountability. Each directorate reviews its strategies to accomplish goals and identify issues that impact the ability to deliver on those goals for the near and long term.

By November 2002, the total benefits calculator web page was in place. This initiative, along with the Total Rewards Program, was recommended by the Pay,

Benefits, and Recognition SAT to encourage employees to evaluate pay, benefits, awards and recognition, career development opportunities, and work/life balance in assessing their situation. While the survey found the Lab already maintains competitive salary and pay scales, the Lab will look to expanded use of non-base pay for special assignments. By December, the Lab set aside discretionary funds for each directorate to recognize exceptional contributions by expanding its awards and recognition program.

By February 2003 another of the Survey

Action Team recommendations came to fruition. Johnetta Jones was hired as the Lab's new health care facilitator in the Benefits Office. She assists employees and retirees by providing information about UC health plan coverage; explains use of plan benefits and how they coordinate with Medicare benefits; and intervenes to resolve problems of coverage, access and administrative processes.

Also in February, the initial phase of the Integrated Performance and Pay Program (IPPP) was rolled out. This redesign of the Laboratory's performance management system creates a simple, uniform, consistent and competitive process in which pay is linked to an employee's total contribution within the Laboratory. In addition, management is held accountable for the effective implementation of the program. The IPPP was instituted for this fiscal year, and by October employees are expected to receive their ranking and salary under the new system. Additional aspects of the program are being developed.



New services around the Laboratory

The 2001 employee survey, "Assessing the Workplace," has already brought about a number of changes to the Laboratory including:

- UPS package mail and receiving at the LLESA Time Zone
- Dry cleaning at the Time Zone.
- Relocation of the LLESA Time Zone from Bldg. 317, next to the pool, to a building near Bldg. 415.
- Conversion of the old Lab store for use by employee networking groups and additional exercise classes.
- Breaking ground on the new Central Cafeteria that is scheduled to open in January 2004.
- Establishment of a "Work Life Web Guide" to enhance and improve the quality of services to employees. The Website is located at http://eodd-server.llnl.gov/work_life_guide/index.html
- Writing of an employee handbook. Distribution is set for later this year.
- Constructing a sport court surface for volleyball and basketball near the pool and shower facilities. Construction is planned for fiscal year 2004.
- Construction of an expanded fitness center facility in Bldg.415 – it will open in September 2003.
- Feasibility study for enhancing existing or adding childcare services.

Update

Continued from Work Life , page 1

ly Work/Life Balance insert will cease.

An important but little discussed product of this 18-month effort to make these far-reaching initiatives a reality is the process itself. It demonstrates Lab management's steadfast commitment to provide the people and funding resources necessary to bring these recommendations to fruition. It also serves as a reminder of just how much we can accomplish collectively using the multidisciplinary team approach that was a founding principle and remains a hallmark of this Laboratory.

Now we've applied this approach not only to produce cutting-edge science and technology, but also to operational innovations designed to help each one of us better

balance our work and family lives. Completing these projects – in the Lab's classic "teaming" manner" – is an excellent example of how we are making more explicit our valuing of people without compromising our commitment to quality in the best tradition of the institution.

While we should look back with pride at what we have accomplished, the implementation of the initiatives launched a year ago in July 2002 does not represent an end but a continuing, evolutionary effort. We need to build on this foundation. A number of projects, such as the performance management system, career development and training and

development programs, will remain works in progress, with continuous checking, upgrading and/or fine tuning.

The strong commitment to making the initiatives and suggestions from the employee survey a reality is evident. Now that we have begun to reap the fruits of this labor in substantive improvements to the workplace, that commitment is even stronger.

A list of individuals who contributed to making this success a reality is too large to include in this column. But I would like to extend a special thanks to all of the individuals who served as project managers and the many others who assisted and supported them along the way. We've come a long way toward fulfilling the Lab's goal of providing a work environment that is second to none.



AROUND THE LAB



'Lab rats' shoot for winning place in national competition

By Leslie Schwartz

NEWSLINE STAFF WRITER

Shooting 40-caliber glock handguns, firing bushmaster X15 rifles, and finishing right on target, the Laboratory's Shooting Team placed eighth in the National Security Police Officer Training Competition in New Mexico earlier this summer.

The seven-man team of security police officers, nicknamed "The Lab Rats," represents LLNL for the Department of Energy through their competitions and championships. Competitive try-outs for the limited number of spots on the team finally narrowed the selection down to the top seven shooters at the Lab.

James Balch heads up the team as captain and feels that "participating on the shooting team really builds a sense of pride because you have the opportunity to represent the Lab. It's great because the entire team volunteers their own time and we all work hard and want to be there."

Other officers on the team include Daniel Repose, Monty Kiser, Jason Allen, David Leonardo, Paul Santilena and Scott Batson who earned Security Police Officer of the year at LLNL this year.

Coaches Lonnie Alvey and Kevin Morris both have extensive shooting and coaching experience at the competition level and have helped train the team members at Site 300 where in May they began their practice and competition season for the year. Training for eight hours a day for four weeks, the team prepared for the national competition where they competed in both individual and team shooting events.

"Our rifle training consisted of shooting multiple five-inch plates at 100 yards for speed and accuracy," Balch explained. "We built and ran



The LLNL's Shooting Team placed eighth in the National Security Police Officer Training Competition earlier this summer. Back row from left to right, Paul Santilena, Monty Kiser, James Balch, Scott Batson and Jason Allen. Front row from left to right, Daniel Repose and David Leonardo

obstacle courses and often ran them with our gas masks on to simulate the high altitude and fatigue we anticipated at the nationals in New Mexico."

To prepare for nationals, held in June, the team members entered local contests for competition experience and to supplement their already extensive training. They first competed in the Alameda County Sheriffs' law enforcement competition at the sheriffs' department in May and did quite well. Leonardo took first place in the rifle competition.

"Everything we had been learning in training and practicing just clicked that day for me," Leonardo recalled. "It showed how much the training really helped me and how it paid off."

The Lab team then hosted a SWAT/tactical competition, competing with Tracy and Livermore police departments' SWAT teams. The Lab team took first place, followed by Livermore and Tracy.

"The SWAT competition was very good train-

ing for us to prepare for the nationals because the format was very similar to what we would come across in New Mexico," Balch said. "We had to compete in super team events where the best five officers worked together to finish as a team. We had to put in a lot of effort on an individual level and focus on teamwork because the team is only as fast as the slowest guy."

The team also competed in Oakdale before advancing to the nationals the following month.

Thirty-one days and 35,000 shots later, the Lab Shooting Team headed to Albuquerque to compete in the Coyote Canyon Challenge with more than 30 other shooting teams from around the world. Officers from local police departments, the U.S. Marine Corps, the Air Force and other DOE teams came from as far as Great Britain to show off their shooting skills and compete for the national title. The Lab team was contending for the Secretary of Energy's trophy.

"The experience of being around all of the other teams from around the world was amazing," Balch said. "It is really motivating to see officers from different teams doing the same thing you are and enjoying it. It makes you look at your job differently and realize the overall picture of what you're doing and the importance of your work."

Both Balch and Leonardo also agree that the pride of competing and the experience of bonding with other officers are additional benefits of being on the team.

The official shooting season ended with the national competition, yet the team is currently preparing for an upcoming Alameda competition in November that will benefit a local children's charity. For additional information on the team and competition scores, visit <http://www.nnsi.doe.gov/Events/SPOTC2003/index.asp>.

Recruiting workshops offer timely, interactive, hands-on training

The Recruiting and Employment Division has announced its technical recruiter training for the fall 2003/spring 2004 recruitment season.

The training is a series of workshops designed to provide timely and invaluable information for new and seasoned recruiters. These sessions are presented by experts in the field and offer a hands-on, interactive training experience. The training is open to all Laboratory technical recruiters and any individual who has direct involvement with the recruitment process. Each workshop will be offered twice.

Workshop I: Blueprint for Successful

Recruiting: Opportunities at LLNL

Learn first hand from the directorates about "hot" projects and workforce needs. Each session will feature different speakers who will highlight their organizational staffing needs. Go to the Website to view the speaker line-up. Sessions will be: Aug. 19, 8:30 a.m. – noon; Aug. 28, 8:30 a.m. – noon.

Workshop II: Power-Up and Polish Your Recruitment Experiences

Learn about best practices and tools for customizing your recruiting efforts and attracting top

diverse candidates: Aug. 21, 1 – 4:30 p.m.; Sept. 4, 8:30 a.m. – noon.

Workshop III: Nuts and Bolts for Keeping it Legal and Factual

Build your knowledge base to respond to those sometimes difficult-to-answer questions about AA/EEO compliance, Lab resources, benefits, compensation and educational opportunities and avoid those legal monkey wrenches: Aug. 26, 1 – 4:30 p.m.; Sept. 10, 8:30 a.m. – noon.

All workshops are held in the Bldg. 543 auditorium. For more information contact Angelas Ford, 2-6422.

Laboratory seeking employee comment on lump sum merit proposal

The Laboratory has requested authorization from the Department of Energy to implement a lump sum merit program effective FY2004. The lump sum merit will augment the regular Compensation Increase Plan (CIP) request covering base salary adjustments.

The use of lump sum merits will be an important element of the Laboratory's new Integrated Performance and Pay Program (IPPP) that was introduced in April. The intent is to have the ability to recognize strong per-

formers who are at or above their base salary target by granting a lump sum merit. This has the potential of allowing the Laboratory to: reward and recognize strong performers without impacting base salary alignment; allocate our base salary authorization to strong performers who are below target; and maintain base salaries consistent with Laboratory salary management philosophy. If approved by DOE, the lump sum merit program will be effective Oct. 1.

Additional information about the lump sum merit program is available on the Web (<http://www-r.llnl.gov/IPPP/lump-sum.html>). Specific guidance on the use of lump sums will be developed and communicated concurrent with the initiation of the FY2004 salary program. Employee comments or questions may be submitted by e-mail to: lumpsum-merit@llnl.gov, or by Lab mail to Lump Sum Merit at L-711. Comments must be received by Wednesday.



CLASSIFIED ADS

See complete classified ad listings at
<https://www.ais.llnl.gov/newsline/ads/>

AUTOMOBILES

1969 Eldorado Ideal for classic restore. \$1500.00. 925-443-5063

2000 - Dodge Status SE- Excellent cond, warranty, 10-CD changer, new front brakes & tires, AT, pwr d/w/s, AC/heat, 75,000 miles \$6500 OBO 209-678-2623

1995 - Oldsmobile 88 LSS, white exterior, leather interior, AM/FM/cassette/CD, ABS(4-wheel), pwr locks/windows/front seats, air bags, 87K miles, \$4000 OBO 925-454-1516

1995 - Ford Escort LX 4D, Auto, 91K miles, power windows/door, AM/FM stereo, Cassette, Good condition, \$2850, Call evening/wkends. 925-600-8312

1994 - Olds Cutlass Ciera. Spotless. 64K+ one-owner miles. 3.1L V6. Pwr. Excellent in and out. \$3500. 925-447-7082

1996 - Isuzu Trooper SE, loaded, blue with gray interior,4WD, ps, pw, pl, mr,ac,CD,leather, 73K miles, \$10,500 OBO 925-314-9478

1962 - Cadillac, 4 door, hardtop, pearlescent blue tone white, 390 V8 engine, new brakes, luns-up, runs great, must see! \$5000 or BO. 209-836-3062

1998 - Toyota Sienna LE Minivan. In-dash CD changer; second sliding door; seats 7; 82K. Orig. owner. Below book at \$11,300. 925-778-4470

1999 - Ford Explorer XLT 4x4, leather, all power, tow, gold package, 96K miles all highway, great condition, must sell. KBK \$11.2K, asking \$8500 OBO. 928-938-8720

1995 - Jeep Wrangler SE. 6-cyl, 4.0 liter. Emerald green/tan. Hard top, tow package, custom bumper. Recently serviced. Original owner. 117K miles. \$7,100. 925-735-1616

1995 - Dodge Avenger ES, V6 2.5L, moon roof, green, 91k, no mechanical problems and looks great, must sell due to move \$4500. 925-784-7950

1964 - chevelle for sale. 350 motor, 350 trans. lots of horse power parts. asking 10,000, good paint and body. new parts. 925-292-0894

1999 - Ford Escort SE Sedan 4D white,64Kmiles,a/c, power all,air bags,cruise control,AM/FM stereo,cassette,tilt wheel.Very good.Must sell.\$4800.Call night. 925-371-2458

1997 - Ford Exp. Sprt Utility 4D: V8, auto, 91,800 - Loaded with everything... Great condition! Asking 8,900 - Kelley B1BK 11,920 -- 925-918-1880

1968 - Camaro, restored. Blue with white stripes, custom interior, 350 cc engine, lots of extras, Muncie transmission, \$15,000. 925-706-9281

1995 - GMC SAFARI AWD,SLT Package, Great ski vehicle, 8Pass, Loaded, all options, 130K miles,Must Sell! \$5999 / Best Offer 209-599-4644

1989 - Honda Civic LX 5 speed, drives great, under 120K miles, Good condition, AC, Power doors and locks, \$1900. 925-600-9016

1992 - Dodge shadow 84k, Air, Cruis, AIWA, New timing and all aux belts. 1,400.00 925-454-0800

1992 - Honda Accord EX auto trans, AC, pwr win-dows/locks, cruise, moon roof, only 118k miles, excellent condition, \$4900. 209-835-5823

1990 - 1990 Ford Escort 4sp std, 2 dr, strawberry red 130 miles, \$1000 or bo. 925-443-3003

1997 - Infiniti J30T. Leather, power everything, sunroof, Bose audio, yokohama tires. Very clean. \$6500. 209-366-0658

2000 - MBenz ML 430, Wht w/Blk Int, Skyroof, GPS, 7 seats, 48,000mi, Bose Sound, Great Cond. 650-348-8872

AUTOMOBILE ACCESSORIES

Stock tires and rims from 2000 Chevy Z71. Fire-stone P265/75R16, less than 15,000 mi., excel. cond. \$400/o.b.o 925-243-1364

Salvaged ignition and smog components off 1987 740 Volvo-coil,alternator, plugs, wires and more. \$30.00 takes all or part out. 209-835-2416

Set of four new Subaru 13-inch black steel wheels (13 x 5 with 8 slots). Never used; mint condition. Asking \$160 for the set of four. 925-443-6706

13i TIRES. 2 Dunlop155/80/B13 Nearly new tread only \$25 both. Livermore 925-447-7070

5th Wheel Hitch - 12000# capacity RBW in very good condition. Was in 2000 Ford F-250. \$50.00. 925-462-1548

BICYCLES

Girl's 10 speed mountain bike - Huffy - good condition- \$50 OBO 925-449-1861

BOATS

1996-19ft. blue Ranger w/trailer. 200 HP, 68 hrs., 2 8ft. rod lockers, Lowrance electronics, trolling motor, motor guide. Asking \$16K 925-570-1537

141/2 ft. Alumicraft boat w/wide beams w/trlr,5 gal Gas T., Honda 10HP mtr, trol mtr, new batt, depth finder, twirl buck seat, life jkts only \$2500. 209-576-0217

Old working elec. start 35 HP Evinrude outboard motor w/ fuel tank \$400/obo, new 13 ft. steering cable never used \$200/obo. 925-766-8233

CAMERAS

Brand new Nikon N80 with lenses 28-80 and also

28-200 (4x), film and batteries, all for \$395/b.o. 925-377-6537

ELECTRONIC EQUIPMENT

Pioneer Elite (top-of-the-line) 60inch projection TV. Black lacquer finish. Beautiful and great picture. Orig. \$5600, sacrifice for \$1500. 925-361-7111

Hi Fi Speakers, 1 set Mitsubishi 3-way floor \$125, 1 set Pioneer 4-way floor \$175. Both black and excellent condition. Best offer accepted 925-577-8327

TV, old Sony, works great but not cable ready \$10.00 925-447-4841

Panasonic Audio System: AM/FM radio, Cassettes, 3 CD-changer, Speakers. \$95. Call even/wknd. 925-600-8312

Sony N610c PDA. Just refurbished and in excellent condition. \$150 obo. 530-945-3773

Ham Tranciever: Excellent condx. Drake R4/T4X Pair with AC4/MS4 PS. Includes rare FR4 frequency display and D-104 mic. All documentation. \$450.00 925-447-9273

Mac 9500 upgraded to G3 400 MHz. 100 MB memory, 10+ GB hard drive, 19 in. monitor, speakers, BW printer 925-373-6751

8 HP chipper/shredder. Brand new used once. Paid \$700 asking \$500 925-447-1009

Emachines 633MHz,64MB,15inch monitor,12xDVD, stereo spkrs,128kB L2 cache,3D AGP,56k modem,10/100 enet,2 USB,game ports,40GB HD,WinME,\$400/obo 925-766-8233

RCA CD and cassette player, AM/FM Stereo with two wooden speakers, timer, remote. 50 \$ o.b.o. Call before 8am or after 8pm. 925-371-2458

Wireless Kensington silver color mouse for PC or Mac, still in box, never opened. Paid \$50, asking \$25. 925-648-0671

SMC Networks 2.4GHz 11/22 Mbps Auto-Sensing Wireless Cardbus Adapter - brand new, never used- 20\$. 510-728-4381

GIVEAWAY

Free working dishwasher 925-456-2929

Macintosh computer, Performa 6400 with 180 MHz, 16 MB, 1.4 HD, CD-ROM, and 15 in. PC-compatible monitor. Call even/wknd. 925-600-8312

Free moving boxes incl big wardrobe and many book boxes, most used once. Pick up in Tracy. 209-834-0106

Easton Ice Hockey Stick (right). Basketball. Like new. 925-371-2458

2 x 8 x 12 ft. pressure treated boards. 2 total, you haul. 925-606-6515

Free Clean Fill Dirt, U Loadd, U Haul, call after 4 pm. 209-835-9469

Queen size futon and slip cover, 1 foot tall frame with storage; take one or both; you haul. 925-479-0787

Clean gravel You haul, will help load 209-833-8654

HOUSEHOLD

OAK Queen headboard and platform (was \$600) w/Sleep Comfort Mattress (was \$1200). Yours for \$300, you haul it (Being replaced w/King). 925-373-0795

WH Wed Dress w/train sz 1-3 \$800 obo, Rocking glider w/otoman \$75 obo, 2-Recliners \$75 obo 925-449-8429

Love Seat. Mauve fabric, excellent condition. \$85 925-484-5272

Whirlpool Heavy Duty Washer (4-cycle 3-temps), Dryer (7cycles) set. Excellent condition. Moving sale \$325 or best offer 925-361-7111

GE (Black) profile Microwave/Convection Oven. Brand new, never opened. Replace your old with this new one. \$500 925-577-8327

Whirlpool washer and dryer set, only three years old, great condition, \$350 for set, u-pickup. 925-513-6602

Kitchen Table w/ 6 chairs. Excellent condition. Light oak color, leaf built in for easy retrieval/storage. Priced to sell @ \$275. 209-598-0644

Baby crib, excellent condition mattress like new. \$85.00, coffee pot 55 cup west bend \$18.00, 30 cup Toastmaster \$12.00, box fan \$5.00 925-447-4841

Six dozen wide mouth canning jars. Make offer. 925-447-7768

Oak Headboard, queen size, solid oak, from Woodworks, beveled mirror, two side cabinets with shelves and two night stands, all built-in. \$500 209-836-3062

Power Rider by Health Rider. 40.00 or B/O 209-832-5944

Large computer desk w/hutch. 2 yrs old, good condition. \$75 White iron & brass day bed w/trundle. 1 mattress. \$50 925-455-6643

Dining Set with China:King Bedroom Set:L-shaped Computer Desk:Exercise Bike & Manual Treadmill:Armoire in unopened Box:Best Offer. 925-803-9699

Nice double-recliner couch with a light gray/blue checkered pattern, over 6 feet long. \$30 925-895-9947

Wood Burning Stove, \$50/OBO. Buck Stove with automatic 3-speed blower. You pick up in Castro

Valley. 510-733-9802

Toddler bed, white in good condition with mattress. asking 40.00 408-897-3031

Amana Refrig, one year old. Prefect running condition, paid 650.00 Sacrifice at 400.00. 510-537-7222

Kenmore Electric Washer & Dryer \$150.00 OBO Microwave/Convection Oven \$50.00 OBO All are in very good shape. Call Lisa at 925-373-4769

Ryobi cordless mulching lawnmower. Just plug it in to charge, remove cord and mow. Great for med. to small yards. \$75. 209-832-8541

White metal futon bed/sofa \$80/obo, futon & cover \$80 firm, yellow high flush toilet & dish-washer \$0, green Whirlpool fridge \$40, water soft-ener \$40 925-766-8233

Sofa bed,tweed \$70,full bed w. mattress,nice black frame,\$60.Wooden table w. 4 chairs \$80. Good-excellent condition. Call before 8am or after 8pm. 925-371-2458

Loft bed - full size with desk, hutch, and 3 drawers below. Ikea, 3 years old. \$400 OBO. 925-371-1290

Monitor stand, Kensington Spinstationk, with rotating storage system. Clears up clutter. Paid \$40, still in box. \$20 925-648-0671

Glass dining room table and chairs \$300.00/OBO: black leather office chair - brand new, still in box unassembled \$50.00. 925-457-3650

sofa/sleeper \$30, captains bed \$75, crib w/mattress \$80, crib mattress \$35, vacuum \$20, table \$10, jogging stroller \$10, rocker \$30, mirror \$5 925-371-2220

Bedroom dresser set (6d/dresser, 4d/desk, & 2d/nightstand), French Proventional, white w/gold trim, great condition, \$190 B/O, ask for Vicki 925-447-4898

Kenmore side-by-side 25 cubic inch refrig. White color. Water and ice dispenser. Approx 3 years old. \$250.00 925-735-2688

Kirkland/Whirlpool electric dryer, 8-cycles, HD, white. Only used 6 months. \$60. 925-245-0430

LOST & FOUND

Found: VHS tape in bike basket. Legacy of a Dream, Martin Luther King Jr. 510-601-9799

MISCELLANEOUS

Phonics Game-videos and card sets never used. \$50.00 OBO 925-373-4443

Gun cabinet \$??, Entertainment Ctr blk w/glass in orig box \$55 925-449-8429

Kitchenaid deluxe refrigerator, Top-of-the-line Supra, 25ft side-by-side, icemaker, warranty. Moving sale, \$700 or best offer 925-361-7111

Moving Sale: Tools, wheelbarrow, sledge hammer, picks, shovels, post hole diggers, garden real&hose. Too many to list. 925-577-8327

Complete Avent baby bottle system including sterilizer, bottles, and nipples covering from newborn through toddler. Call for details. \$35. 925-454-8827

Ladder 6 ft. aluminum \$15.00, flourescent light fixture, four foot, two tubes \$12.00, walkers, 1 fixed, 1 folding. \$6.00 each 925-447-4841

Livermore Multi Family Garage Sale, Sat, Only, 8/9, 8am-3pm, 4991 Janet Crt: Furn, appl, hsehd items, child items, and much more. 925-373-4898

18 inch frame Trek 1100. Like new, rarely ridden. 550.00 new, sell for 200. 209-832-5944

Austrian Pewag snow chains, easy on hoop type - \$30.00 Also standard snow chains-make offer 209-835-2416

Tickets,Bruce Springsteen at Pac-Bell Park,Sat Aug 16th 730pm,Viewing Level sec 321 row 12 seats 4 thru 8.\$110.00 ea. Ph:2-1122 Ph:925-783-5607 925-783-5607

Butternut HF Antenna. Model HF5V 80 thro 10 meters. All documents included. Very good condx. \$75.00 925-447-9273

Very unique antique diningroom light. Hand painted decor. Only 15.00 510-537-7222

Maple whitewash crib with mattress. Beautiful and excellent condition \$150.00 925-447-1009

Table saw. Delta Unisaw with 52inch Unifence and accessories. \$1200 Firm. 925-443-5066

Epson Stylus Color600, Microtek ScanMaker IIHR color scanner, AppleOne scanner B/W. Make offers. 925-766-8233

Shark Handy vacuum cleaner \$10 Bagless Vacuum cleaer with options \$10. Call after 8pm. 925-371-2458

Keypad for PC/Mac with 2 USB ports, mobile, never opened. \$20. 925-648-0671

PALLETS - \$5/ea, you pickup in Brentwood. Call 925-550-3809

Oak desk, corner unit (1 drawer) with removable computer shelf. great condition, \$175 B/O, ask for Vicki 925-447-4898

SMC Networks 2.4GHz Wireless USB Adapter - brand new, never used- 35\$. 510-728-4381

49ers vs New Orleans Sat, Aug. 23 6:00 \$58/ea 2 tix available. UR Sec 38, Row 10, Seats 1&2. 209-599-9942

Morning Glories 6 inch and 1 gal pots, 10 for \$25, 925-447-6192 925-447-6192

MOTORCYCLES

2002 Harley Sportster XL, 3K miles, \$11K invested, black and chrome custom wheels, tires, exhaust, sell for \$8K, 447-8606

2002 Harley Sportster XL, 3K miles, \$11K invested, black and chrome custom wheels, tires, exhaust, sell for \$8K, 447-8606

2002 - Yamaha V Star 1100 Silverado , low milage excellent condition \$6,600. 209-832-1407

2003 - 2003 BMW K1200RS with custom hard bags, excellent condition - Low Miles 209-599-1059

1999 - SUZUKI TL1000R, Blue/white, full Yosh RS-3 system, power commander, 49 state bike, Olhens rear shock. Serious buyers only please. 925-324-3062

1998 - Suzuki TL1000R Yellow/Black. Only 7500 miles. Never down. Always garaged, excellent condition. Lots of extras. Picture available. \$6,500 OBO. 209-575-2705

MUSIC INSTRUMENTS

Upright Vose & Sons piano, gently used, you move. \$250.00 OBO 925-373-4443

Godin electric guitar. Solid body, LG model. 450\$ With case 209-869-2029

Drum Set \$275, Black, 7 pieces, Good Condition, call after 6pm 925-426-8050

Piano - \$350 925-371-6997

Old player piano. \$500 or best offer. 209-537-2961

PETS & SUPPLIES

Bird cages 3 available sizes to fit Budgies to Amazon Parrot, large Cockatoo- Macaw NEW \$100-\$900 will sell \$50-\$450 best offer 925-454-1969

FREE to good home, 2yr old Australian Shepard/Border Collie female dog. Needs new home ASAP, likes room to roam, very playful & tendency to dig. 209-825-8959

20 yr old quarter horse, great for beginner or kids. asking 2,700.00 OBO 408-897-3031

Horse Boarding Brentwood/Knightsen 925-240-6311

Bird cage and stand, black paint metal with perch and bowls,height approx. 5 ft, good for cockatiel and also a small cage. \$75 209-835-6351 209-835-6351

RECREATION EQUIPMENT

Big game fishing Rod and Reel. Tuna, Dolphin, Vahoo, Shimano, Triton Trolling, Series 30 Reel. Pacifica MT 6950 Rod, \$300.00 925-447-6099

Bowling ball, light weight, with case \$8.00 925-447-4841

1976 Winnebago Brave, Dodge 318, 21 FT, Class A, Generator, Headers, Tow Pkg., Sleeps 6, Dual Gas Tanks, Low miles, Runs Great! \$5995 or BO. 209-836-3062

Flexaciser. Hospital-grade solid-state 5-60rpm) used with a wheelchair. Used for legs, upper/lower back, shoulders/arms. Cost \$2000+, asking b/o. 510-653-1017

NORDIC TRACK Walkfit aerobic exerciser, excellent condition. \$200.00/obo. 209-892-5885

Rossingnol 180 skis w/Salomon bindings. Good condition. Recently serviced. \$25. 925-600-1817

Canoe: wood ribs, fiberglass needs repair, new fiberglass mat and epoxy included. You haul from Disco Bay \$150/obo 925-766-8233

Keyboard, Kensington brand, comformt type multi-media, brand new, never used. \$20. 925-648-0671

Inflatable boat with 30hp Evinrude and new custom trailer - great dive boat. 209-599-1059

13x20x4 KD Pool. Includes pump, ladder, fountain and Aqua Bug pool cleaner. Only used for 3 months. \$2,000.00 firm. 209-743-1292

RIDESHARING

Express your commute, call 2-RIDE for more information or visit <http://www-r.llnl.gov/tsmp> their website.

San Jose & Fremont - Space is available from San Jose and Fremont areas. Work hours: 7:30-4:30. Call 408-238-1909, ext. 3-3057

BERKELEY - Rider/driver needed to complete a 4 person carpool. Leaves north Berkeley 7 am; leaves LLNL 4:40 pm. 510-524-8332, ext. 2-5949

Berkeley/Oakland - Need 1-2 others for Berkeley/Oakland carpool. Leave 8:00am (arrive 8:40am), return 6:00pm. 9/80 schedule. Will adjust hours. 510-653-0400, ext. 2-4022

Patterson - Vanpool has seats available for 7:30-4:00 shift. Take advantage of Pre-tax Transportation & Guaranteed Ride Home programs. Call for more details. 209-892-2118, ext. 2-9502

San Leandro - Looking to join a carpool or vanpool. 7:00am -3:30pm. Contact Alan Vega. 510-357-2306, ext. 3-3672

Pleasant Hill/Walnut Creek - Seats available on luxury van from Pleasant Hill, Walnut Creek. \$90/month. 7:30-4:30. 925-947-6969, ext. 2-4206

SERVICES

HouseCleaning Service Tracy and Livermore area good references and experience 209-833-6467

Construction/consultation/inspection services. 209-836-3062

Promotional photography and portraiture for music artists, actors, entertainers. Livermore studio or location. 925-449-0107

Piano Tuning--your place or mine. 10% LLNL discount on regular tuning. 925-371-6997

Affordable personal training from an experienced and trained professional. Tiffany Wissman, In Medesto 209-613-8970

12 Step SUPPORT GROUP for BETTER RELATIONSHIPS! Codependents Anonymous (CoDA) Meets Tuesday Noon T3520/R1174 (New Room!) Just come or Info 925-447-7070



A major visit to Site 300's Contained Firing Facility

At right, Major General Robert Smolen, director of nuclear and counterproliferation for the U.S. Air Force, looks on as Mike Wagoner of B Division, explains the inner workings of an explosion chamber in the Contained Firing Facility at Site 300. Bruce Goodwin, left, the Lab's associate director for Defense & Nuclear Technologies, hosted the visit to Site 300. Smolen was at the Laboratory Tuesday for day-long briefings on nuclear weapons, nuclear surety, counterproliferation and planning.

DON GONZALEZ/IBIS

COMPUTERS

Continued from page 1

LLNL computers.

According to Laboratory Chief Cyber Security Officer Mark Graff, every operating system in widespread use today has serious security bugs.

Most of them are caused by simple programming mistakes that are easily fixed by the software vendor by installing a software patch. There has been considerable effort to "patch" all Windows systems at LLNL to correct the most recent Microsoft Windows vulnerability.

"In making this special effort, we've benefited from sound preparation, some special software, and hard work from a great many people," Graff said. "It's probable that an Internet worm exploiting this vulnerability will be launched soon."

About worms

Most computer users are familiar with the term "worm," but few are aware of the harm one can do. At home or at work, worms can take over a computer. Once they accomplish that, they can send the computer files to someone else on the Internet, destroy all the files on the computer or use the target computer to send infected e-mail messages.

Additionally, more sophisticated worms that are now emerging contact the hacker that distributed the worm and give that hacker control of the target computer. Once a hacker controls the target computer, the intruder can make that computer a source of pornography, use the target computer to send spam or use that target computer to attack other computers. Computer security organizations are witnessing hackers doing all these things, once the worm has given them control of a computer.

Being prepared

The Lab is preparing for a (still-hypothetical) attack using the vendor-supplied patches, as well as double-checking incident response plans and staffing.

An e-mail "worm" that attacks this vulnerability is anticipated and may be launched at any time. The extensive vulnerability patching going on at the Lab right now is critical to protecting Lab computers.

At work, users should check with their desktop computer support person to make sure their Windows computer is running anti-virus software. Computer support personnel are responsi-



ble for assuring that the anti-virus software is set to provide real-time protection, to download new virus definitions nightly, as well as to conduct a complete virus scan every night on all machines on the network.

Users should read e-mail carefully before opening or clicking any files that are attached to the message. Do not open any e-mail attachment if you have any questions about it.

Computers at home

LLNL employees or collaborators that have an account to access the Lab networks or computers from off-site should have already received an e-mail with instructions on how to protect the computer.

The key steps in protecting computers at employees' homes are: make sure all PCs have virus protection and that the virus protection is setup as described previously and make sure all computers are protected by a firewall.

People connecting to the Internet via a dial-up service or ISDN should employ a software firewall such as the BlackIce product that has been site-licensed by Livermore to protect Windows PCs. Additionally, there are other software firewalls for PCs and other types of computers.

If you have any questions please contact your Organizational Information Security Officer. See <http://www-llnl.gov/cso/OISSO/oisso.html> for assistance.

Personal computers

The increase in home computing, and in particular the popularity of high-speed DSL and cable modem Internet connections, increases the need for security. Employees wanting more information on what they should do with their personal computer at home should read the CIAC paper on the Web (http://www.ciac.org/ciac/documents/CIAC-2324_Connect-

[ing_to_the_Internet_Securely_Protecting_Home_Networks.pdf](#)).

CIAC, or the Computer Incident Advisory Capability, is the Department of Energy's computer security incident response team located here at Livermore. One of the immediately relevant suggestions in the paper include how to keep your system up-to-date and configured securely.

Another section deals with creating an electronic security perimeter. It may sound ominous or complicated, but using the analogy of securing your home, puts the issue into perspective. Make sure that you don't do the computer equivalent of locking your front door while leaving the garage open.

According to Paul Krystosek of the CIAC Team, look at a home computer from the outside coming in and make sure there is more than one form of protection. The first thing anyone should "see" or encounter is some sort of firewall. Next there should be anti-virus software, followed by an operating system that is up-to-date with all of the latest software security "patches" and proper configurations. With all that in place, the computer is well on the way to being safe and secure.

Children's home computers

Children who use home computers present a unique set of circumstances. The best things to do for kids is to take an interest in what they do online, and create an environment where they're not afraid or embarrassed to ask for help.

The best advice regarding e-mail should be passed on to young computer operators: don't open messages or attachments that aren't expected or are from people you don't know. If children have a question, they should ask their parents.

Parents should advise their children to be very careful about clicking on files they receive via e-mail. Children should click on the file only if it is expected and from someone they know.

Parents also should warn children to be careful about the Websites they visit. Sites from major companies are generally safe, but going to places like hacker sites can lead to trouble.

Lastly, parents should monitor the software their kids put on their computer. In particular, many of the peer-to-peer (P2P) programs, that kids are putting on computers so they can download free mp3 files are loaded with "spyware." Some of this spyware will actually take over a computer and use it to launch ads.



International official
peers into science

Stefan Mogl (right), the head of the Organisation for the Prohibition of Chemical Weapons (OPCW) Laboratory in The Hague, The Netherlands, visited Livermore Tuesday. Mogl came here because LLNL is one of two U.S. laboratories designated to analyze samples collected during challenge inspections conducted under the Chemical Weapons Convention treaty. Left, Pete Nunes, an analytical chemist with the Forensic Science Center, shows Mogl a portable gas chromatograph/mass spectrometer system developed by Laboratory scientists. Mogl also spoke here as a part of the Nonproliferation, Arms Control and International Security (NAI) colloquium series.

JACQUELINE MCBRIDE/NEWSLINE

BLDG. 142
Continued from page 1

for the Lab.”

Once completed, Bldg. 142 will serve as a permanent structure to replace older trailers in the adjoining area. The NNSA Facility and Infrastructure Recapitalization Program (FIRP) is enabling the Laboratory to improve the quality of aging facilities, demolish legacies, and build new structures.

“This is the first of a series of improvements to replace older trailers with new, more modernized buildings to improve working conditions and

operational efficiency at the Lab,” Robinson told the audience last Wednesday. All of these activities are part of the overall 10-year plan and will result in an improved site and reduced maintenance backlog to within industry standards. The building will house about 100 employees.

Mara agreed: “The need for more modern and efficient housing is critical and the office space provided by the new building is substantial.”

A “design-build” approach was used in the building’s planning and construction phases as the Lab worked in conjunction with Panattoni Construction. “Design-build” is an innovative technique where the basic requirements for the building are determined and given to a contractor who

then works to design and build the structure to optimize the overall performance of the building for the best value. “This approach will save us both time and money,” Mara said.

Bldg. 142 will be the first in a series of structures to be built using the new approach. There are currently plans to build two to four more buildings between FY04-FY06, with two currently out to bid.

“I am delighted to see it all happening and coming together so well,” Mara said. Construction on Bldg. 142 began the weekend after July 4 and is scheduled for completion in February 2004, with occupation planned for early spring.

PROTEST
Continued from page 1

Groups of demonstrators are expected to form at both ends of East Avenue. They plan to engage in civil disobedience and will likely block the roadway. Arrests

are expected at both locations.

The Laboratory has coordinated policing of this event with the CHP, Livermore Police Department, Alameda County Sheriffs Department and Sandia National Laboratory.

Employees working on Sunday are encouraged to

avoid the areas where the demonstrators park and stage. While access to the South Main Gate via East Avenue is blocked, East Main Gate on Greenville Road will be opened as an alternate route. Arrests should be completed and traffic patterns returned to normal by about 4 p.m.

100's
Continued from page 1

increase consistency of classification and pay practices across directorates.

Assisting Compensation in this process will be a team from Watson Wyatt Worldwide, a human resources consulting firm with expertise and experience in establishing pay systems.

Each associate director has assigned a “point-of-contact” (POC) to help coordinate this project. Essential to this restructuring effort, the POCs have already met and identified the types of non-management administrative and specialist jobs currently performed in their directorates.

They also have identified directorate “Job Family Experts” to work on teams that will

serve as advisers to Compensation. Watson Wyatt will work with Compensation and the teams to develop Job Family Matrices. These will be used for: defining the general description of work, understanding LLNL jobs so that they may be accurately matched to the market, administering ongoing job classifications, and defining career progressions.

New job descriptions and leveling charts will be circulated for employee comment.

Employees will be notified of progress through their directorate contacts, future *Newsline* articles, NewsOnLine and a Website (<http://www-r.llnl.gov/ASR/index.html>) dedicated to this project. The Website, to be available today, will feature contact lists, an implementation schedule, Q&As and related communications.



On the lookout for roving mountain lion

With the recent sighting of a mountain lion along the Arroyo Seco at Sandia, be cautious outside in the early morning and evening hours. Although this lion is exhibiting normal behavior, the California Department of Fish and Game encourages people to walk in pairs after sunset and before sunrise.

Report any sightings to Michael van Hatten at 4-6795 or Lisa Paterson at 3-3241. The Fish and Game Website, Living with California Mountain Lions, provides information on lion behaviors and what to do if you encounter one. For more information, go to <http://www.dfg.ca.gov/lion/>.

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